REPORT

of

THE INTERIM LIAISON COMMITTEE

ON MULTICULTURALISM

January, 1983

CONTENTS

		Page
I.	Introduction.	1
II.	Name of the Council	2
III.	Representation to the Council	3-5
IV.	Selection of Representatives to the Council .	6-7
V.	Organizational Structure of the Council . . .	8-10
VI.	By-Laws of the Council.	11
	Section I - Name	12
	II - Objectives	13
	III - Representation to the Biennial Assembly.	14
	IV - Membership of the Council. . .	15-16
	V - Executive Committee.	17-18
	VI - Duties and Indemnities of Executive Officers	19-20
	VII - Council Meetings	21-22
	VIII - Executive Committee Meetings .	23
	IX - Committees	24-25
	X - Amendments	25
	XI - Fiscal Year.	26
	XII - Books and Records.	26
	XIII - Dissolution.	26
	Addendum I - Procedural Guidelines	27-28
	Addendum II- Committees.	29-30
VII.	Briefs and Submissions Received by the Interim Liaison Committee on Multiculturalism	31-34

I. Introduction

The Government of Manitoba, in the Throne Speech of February 15, 1982, made a commitment to create a multicultural council. In May 1982 an Interim Liaison Committee on Multiculturalism was appointed to provide to the Government recommendations on a formula for representation to the council and on an organizational structure for the council. The Interim Liaison Committee was also to prepare draft by-laws for the council.

During the summer months the Interim Liaison Committee on Multiculturalism studied the organization, practices and experiences of multicultural councils which have been established in other provinces. Drawing on the experiences of other provinces, the Interim Liaison Committee on Multiculturalism prepared draft by-laws for the proposed Manitoba council. These by-laws were distributed in September and October 1982 to ethnocultural organizations and other interested parties across the province. Many public and private meetings were held in November to receive responses to the draft by-laws. The Interim Liaison Committee on Multiculturalism was struck by the interest and enthusiasm of people from all ethnocultural backgrounds. Thirty-seven written submissions and fifty-five oral presentations were made to the Committee. The draft by-laws were then reconsidered and are presented here in finished form.

II. Name of the Council

The name of the Council should reflect accurately its objectives and functions. The Council must represent more than a simple recognition of the multiethnic nature of Manitoba; it must be a means to promote positively this ethnocultural diversity. The development of cross-cultural understanding and mutual respect is essential because of the importance of this diversity. This should be the primary purpose of the Council and, accordingly, it should be called the Manitoba Intercultural Council.

Recommendations

1. That the council be called the Manitoba Intercultural Council.

III. Representation to the Council

The Interim Liaison Committee considered many formulae for representation. The Committee's terms of reference directed that any formula must be based on representation of all ethnocultural groups and must have provision for regional representation. There was no consensus about a formula among the organizations which made representations to the Committee. Some organizations argued that the larger population groups should have greater representation. Some argued for a membership totally elected by their communities; others wanted the government to appoint all the membership. The task for the Committee then was to arrive at a fair and workable solution.

Starting from the premise that the Council will be more than a forum for the concerns of individual groups — rather, it will be a vehicle for seeking a common approach to common problems — the Committee concluded that representation by population on the Council would be inherently unfair. To ensure that all groups would be recognized and have the opportunity to participate, the Committee suggests that each ethnocultural population group have one member on the Council.

The Committee recognizes that with the majority of Manitoba's population residing in Winnipeg there is a danger of the Council being composed of only Winnipeg residents. This would be contrary to the provincial scope of the Council. Moreover, as was made clear to the Committee, while multiculturalism is essentially a thematic issue there are necessary regional variations which must be considered. There should be, accordingly, some provision

for representation from the different regions of Manitoba.

There are many organizations in the province which provide a great range of services to ethnocultural groups. The Citizenship Council of Manitoba, the Manitoba Heritage Folk Arts Council, the Thompson Multicultural Centre, the Westman Multicultural Council, the Community Folk Art Council of Winnipeg and many more are manifestations of the intercultural activity which the Interim Liaison Committee hopes that the Council will pursue. These kinds of organizations offer valuable experience and a multiethnic perspective to questions to be addressed by the Council. They should be represented on the Council.

The Council is a significant departure from the norm for government bodies in that much of its membership will be selected by the communities involved, not by the government. It is reasonable, however, that the government have some input to the Council. It is also possible that an ethnocultural population group may be unable to select a representative or that some regions of the province deserve greater representation. It may be desirable that individuals with certain expertise, but who have not been selected by their ethnocultural groups, be members of the Council. For all these reasons, the Minister responsible should, in consultation with the Executive Committee of the Council, be able to appoint up to twenty additional members of the Council.

The Council must not be so large as to be unworkable, but it must be large enough to accommodate adequately the

representation as outlined in the foregoing. This Committee suggests that the Council be no larger than seventy (70) members.

Recommendations

2. That the Council consist of up to seventy (70) members.
3. That there be equal representation from each ethnocultural population group.
4. That there be a guaranteed minimum level of representation for the regions of Manitoba.
5. That organizations composed of and serving several ethnocultural population groups be represented.
6. That the Minister responsible may appoint up to twenty (20) additional members.

IV. Selection of Representatives to the Council

A difficult and complex question of fundamental importance to the Council is the identification of ethnocultural populations. Ethnic identity is basically a matter of perception - by the individual or group, and by others. There is no consensus on an objective statement of ethnic identity. Therefore, the guiding principle in identifying ethnocultural population groups, and thus of determining membership on the Council, should be a group's ethnocultural self-identification.

Most, if not all, ethnocultural communities are organized to a lesser or, more often, greater degree. Organizations are the vehicles of a group's structural identity. They do not identify or necessarily "represent" an ethnocultural population group, but they do provide the framework within which most groups express themselves. It is on this existing organizational base that the selection of members of the Council should be established. Every ethnocultural organization in the province should have the right to be involved in the selection of the members of the Council.

To ensure fairness and equality of opportunity in the selection process ethnocultural organizations should be registered with the Intercultural Council. The principle of self-identification should be the basic criterion for registration. Thus, each organization identifies itself with an ethnocultural population group. Those groups which register would be represented at a general assembly of all such organizations held every two years.

At the biennial general assembly the organizations of each

ethnocultural population group will meet in caucus to elect democratically the Council members for the respective ethnocultural population groups. This process will ensure the widest possible community participation and the fairest procedures in selecting the members of the Council.

The above process will apply also to the selection of regional members and the member representing the multiethnic organizations. For the former, all the organizations from the respective regions will meet in caucus and elect democratically the members for the respective regions. Similarly, the representatives of the multiethnic organizations will meet in caucus to elect democratically their member of the Council.

Recommendations

7. That the guiding principle in determining representation to the Council be a group's ethnocultural self-identification.

8. That there be a biennial general assembly of all ethnocultural organizations registered with the Intercultural Council, at which assembly each ethnocultural organization will participate in the selection of the Council member for the ethnocultural population group with which that organization identifies.

9. That ethnocultural organizations in the several regions outside Winnipeg meet in regional caucuses at the biennial assembly to elect the respective regional members.

10. That multiethnic organizations meet in caucus at the biennial ethnocultural assembly to elect a member of the Council.

V. Organizational Structure of the Council

The Intercultural Council will be a large body and will be unlikely to meet frequently. It will therefore need a strong but accountable executive. The Council will also be concerned with a wide range of issues and so must have a workable committee structure which can draw upon all available expertise.

The chairperson will be the central figure of the Council. He or she must have the confidence not only of the executive and the Council but of the wider community as well. The government too must have confidence in the chairperson if the Council is to bring its influence to bear upon the government. There is probably no method completely satisfactory to both the government and the Council, but a process whereby both can mutually agree upon a chairperson would seem to be most reasonable and practicable. Accordingly, it is suggested that the chairperson of the Intercultural Council be appointed by the Minister in consultation with the Executive Committee.

The executive officers are to serve the Council and should be accountable to it. The principle of regional representation should also apply. It is suggested, therefore, that the executive officers other than the chairperson be elected by the Council from its membership, and that at least one executive officer be from outside Winnipeg.

To strengthen the lines of communication between the executive officers and the rest of the Council there should be several other positions on the Executive Committee known as directors. These positions should be filled first by the chairpersons of the Standing Committees (to be discussed below). If this numbers fewer

than ten, provision should be made for the balance to be appointed by the Minister from the members of the Council. At least two of the ten directors should be from outside Winnipeg.

A strong committee system is essential if the Council is to fulfill effectively its mandate. The committees will do much of the work of research and policy development. They should be in close contact with community groups, organizations and individuals, and with the staff of government departments. The Council should have Standing Committees in areas of fundamental concern to the ethnocultural communities. At a minimum there should be Standing Committees on Cultural Affairs and Heritage Resources; Education and Youth; Human Rights; Immigrant Settlement; and Media and Communications. Public expectation of the work of these committees is high.

Because of the importance of the Standing Committees their chairpersons should sit on the Executive Committee as directors. Also because of this importance, the chairpersons should be accountable to the Council. They should therefore be elected by the Council from its membership.

One of the concerns voiced frequently during the Interim Liaison Committee's public hearings was that the Standing Committees would be unable to draw upon individuals with expertise in a certain area simply because they were not members of the Council. The Interim Liaison Committee shares this concern and suggests that membership on Standing Committees not be restricted to Council members. This will permit individuals with interest and ability to serve the Council, and will forge greater links

between the Council and the communities which it represents. There must also be a systematic method of selection, however, and the Council must have some decision in the process. It is suggested, therefore, that members of Standing Committees should be nominated by Council members and appointed by the Council.

Recommendations

11. That the chairperson of the Council be appointed by the Minister in consultation with the Executive Committee.

12. That all other executive officers be elected by the Council from its membership, and that at least one be from outside Winnipeg.

13. That there be an additional ten positions on the Executive Committee known as directors, to be filled first by the chairpersons of the Standing Committees of the Council and the balance, if any, to be appointed by the Minister from the membership of the Council.

14. That at least two directors be from outside Winnipeg.

15. That there be a system of Standing Committees in areas of fundamental concern to the Council, including: Cultural Affairs and Heritage Resources; Education and Youth; Human Rights; Immigrant Settlement, and Media and Communications.

16. That membership on Standing Committees of the Council be open to all citizens of Manitoba, but members must be nominated by Council members and appointed by the Council.

VI. By-laws of the Council

The Interim Liaison Committee on Multiculturalism has suggested in the foregoing the general principles on which the Intercultural Council should be established. To demonstrate how they may be implemented, the Committee has prepared draft by-laws. It is suggested that these by-laws apply to the Intercultural Council for the first year of its existence. This will provide the Council with a framework so that it can immediately address the many issues of concern rather than start its life concerned with structure. As well, all administrative systems need time for strengths and weaknesses to appear. If the model which the Interim Liaison Committee on Multiculturalism proposes needs amendment, changes can be made after the first year.

Recommendations

17. That the by-laws which follow be adopted as the by-laws of the Intercultural Council, except for the amendment procedure (Section X) which will apply one year after the establishment of the Intercultural Council.

18. That the following be the by-laws of the Intercultural Council:

PREAMBLE

Manitoba is officially a bilingual province. It is also a multi-ethnic society. The French language has a unique historical and constitutional position in Manitoba, a position reaffirmed by rulings of the Supreme Court of Canada and by government policy. The cultural face of Manitoba has always been rich and varied, beginning with the indigenous peoples and further diversified by the dozens of ethnocultural groups who have chosen this province as their home.

Believing that this diversity contributes positively to Manitoban and Canadian society, the Government of Manitoba has made a commitment to create a multicultural council.

The essential premise of the Council is that cultural pluralism is a positive force in Manitoba society. The contribution by all ethnocultural groups to the cultural enrichment of our province must be recognized, and should be preserved and enhanced for future generations. Because of the importance of this diversity, the development of cross-cultural understanding and mutual respect is essential. The Council, therefore, will seek to promote intercultural activities which will increase knowledge and understanding among ethnocultural groups. All citizens contribute to society and are entitled to share and participate equally in all aspects of society. The Council will endeavour to foster opportunities for citizens to recognize and address the economic, social and political barriers to equal participation often faced by individual members of ethnocultural groups.

The Council is to be an advisory and consultative body. It is to make recommendations and to provide information and advice to the Government of Manitoba regarding ethnocultural matters in Manitoba and the pursuit of the objectives outlined in these by-laws.

SECTION I - NAME

The name of the Council shall be The Manitoba Intercultural Council.

SECTION II - OBJECTIVES

The Manitoba Intercultural Council is to be an advisory and consultative body. It is to provide information and advice and to make recommendations to the Government of Manitoba on all matters relating to ethnocultural developments in Manitoba, including:

a) to review policies and activities which have a bearing on the implementation of the Government of Manitoba's multicultural policy;

b) to do research, to develop and to propose policies and activities which have a bearing on multicultural developments in Manitoba;

c) to promote the full participation of all ethnocultural communities in Manitoba society;

d) to act as a channel for the expressed opinions, aspirations and needs of ethnocultural and other community organizations, groups and individuals on matters pertaining to the multicultural nature of Manitoba society;

e) to develop and to promote an understanding of diverse ethnocultural backgrounds by the sharing of our multicultural heritage; to work toward the elimination of prejudice and discrimination; to give full recognition to the contribution by all ethnocultural groups to our cultural enrichment, and to preserve and enhance these contributions.

SECTION III - REPRESENTATION TO THE BIENNIAL ASSEMBLY

1. Every ethnocultural organization registered with the Intercultural Council shall have the right to be represented and to vote at a biennial ethnocultural assembly. Representatives of each ethnocultural population group will have the opportunity at such an assembly to select their member of the Intercultural Council.

2. a) The guiding principle in determining eligibility for representation to the biennial ethnocultural assembly shall be the group's ethnocultural self-identification.

   b) Registration for the purposes of representation to the biennial ethnocultural assembly shall mean:

   Every ethnocultural organization, whether incorporated or not, that is registered with the Intercultural Council, and has been in existence at least one year prior to the meeting of a biennial ethnocultural assembly, except in the case where it is the only organization representing the ethno-cultural population group.

3. Organizations composed of and serving several ethnocultural population groups shall have the right to be represented and to vote at the biennial ethnocultural assembly. Representatives of these organizations will have the opportunity at the assembly to select their member of the Intercultural Council.

4. Any organization refused representation or suspended from representation to the biennial ethnocultural assembly by the Intercultural Council may appeal this decision in writing to the Secretary of the Intercultural Council within thirty (30) days. An Appeals Committee shall then be struck, consisting of three members: one nominated by the appellant, one nominated by the executive of the Intercultural Council, and one chairperson, who is acceptable to both parties. The decision of the Appeals Committee shall be binding.

SECTION IV - MEMBERSHIP OF THE COUNCIL

1. (a) The Council shall consist of up to seventy (70) members.

   (b) One member and one alternate from each ethnocultural population group within the province of Manitoba shall be elected at the biennial ethnocultural assembly by the voting representatives of that ethnocultural population group.

   (c) i) In addition, to ensure regional representation on the Council, one member and one alternate from each of Southeast, Interlake, North Central, South Central, Southwest, Parklands and North regions shall be elected at the biennial assembly by the representatives of organizations from the respective regions.

   ii) Regional boundaries shall be the regions for data collection as defined by the Manitoba Bureau of Statistics.

   (d) In addition, one member and one alternate shall be elected by the representatives of organizations composed of and serving several ethnocultural population groups.

   (e) In addition, the Minister may appoint, in consultation with the Executive Committee of the Council, a maximum of twenty (20) additional members and their alternates.

2. Term of Office for Council Members

   (a) Members shall serve for a term of two years.

2. Term of office -cont'd.

(b) Members may serve any number of two-year terms but no more than two in succession. If, for whatever reason, a member is unable to complete the designated term of office, the designated alternate will become the Council member.

3. Dismissal of Council Member

(a) Any member may, upon the vote of the Council, be suspended from membership for actions contrary to this constitution and by-laws, after due notice and hearing of the charges. Such action shall be communicated in writing to that member within seven (7) days of such a decision.

(b) Any member suspended from membership in the Council may appeal this decision in writing to the Secretary of the Council within thirty (30) days. An Appeals Committee shall then be struck, consisting of three members: one nominated by the appellant, one nominated by the executive of the Council, and one chairperson, who is acceptable to both parties. The decision of the Appeals Committee shall be binding.

SECTION V - EXECUTIVE COMMITTEE

1. Membership

The Executive Committee shall consist of:

the Chairperson
the immediate Past Chairperson (ex officio)
two (2) Vice-chairpersons
the Secretary
the Treasurer
ten (10) Directors

2. (a) Officers

The Chairperson of the Executive Committee shall be appointed by the Minister, in consultation with the Executive. The two (2) Vice-chairpersons, the Secretary and the Treasurer shall be elected by the full Council at its first meeting. At least one executive officer shall be from outside Winnipeg.

(b) Directors

The ten (10) Directors shall include all the elected Chairpersons of the Standing Committees of the Council, with the balance to be appointed by the Minister from the Council membership. At least two Directors shall be from outside Winnipeg.

3. The Executive Committee shall not have more than two members on it from the same ethnocultural population group.

4. The qualifications for a member of the Executive Committee shall be that he or she is a member in good standing of the Intercultural Council.

SECTION V - cont'd.

5. Officers and directors of the Executive Committee shall serve for a two-year term. No officer or director shall serve more than two consecutive two-year terms on the Executive Committee of the Council. Officers and directors shall serve until their successors are selected.

6. Members of the Executive Committee shall receive remuneration as set by the Minister and reimbursement of out-of-pocket expenses.

7. Any executive officer or director may be removed from office for failure to perform properly his or her duties, on resolution adopted by a two-thirds (2/3) vote of the Executive Committee then holding office.

8. If a vacancy of a member elected by the Council should occur on the Executive Committee, the members of the Executive Committee may by resolution fill the vacancy. If a vacancy of a government-appointed member occurs, the Minister shall appoint a replacement. In either case, the person so chosen must be a member in good standing of the Intercultural Council and shall hold the office for the balance of the vacating members unexpired term.

SECTION VI - DUTIES AND INDEMNITIES OF EXECUTIVE OFFICERS

1. The duties of the Executive Officers shall include the following:

(a) Chairperson - shall convene and preside at all meetings of the Council and of the Executive Committee;
- shall see that all orders and resolutions of the Executive Committee and of the Council are carried into effect;
- shall be an ex officio member of all committees;
- shall prepare and submit to the Council an annual report;
- shall designate in his or her absence one of the two vice-chairpersons to be his or her substitute.

(b) Vice-chairpersons - shall assist the Chairperson in carrying out his or her duties;
- in the absence of the Chairperson, the designated vice-chairperson shall assume the responsibilities of the Chairperson;
- shall perform such other duties as may be defined by the Executive Committee.

(c) Secretary - shall oversee the taking, keeping and distribution of the minutes of the Council and of the Executive Committee meetings;
- shall oversee the correspondence of the Council and of the Executive Committee.

(d) Treasurer - shall ensure that accurate accounts, receipts and disbursements are maintained;

SECTION VI - cont'd.

(d) Treasurer -cont'd.

- shall prepare and submit to the Council an annual financial report.

2. Indemnities to officers, directors and members shall be governed by the following rules:

(a) The Council hereby consents that each and every officer, director and member shall not be financially or personally liable for any official action done in the performance of his or her duties except in the case of criminal act or willful omission.

(b) No officer, director or member of the Council shall be financially or personally liable for the criminal acts, deceits, willful neglects or defaults of any other officer, director or member.

SECTION VII - COUNCIL MEETINGS

1. The Council shall meet at least twice each year. At the first meeting of the Council following the Biennial Assembly, the election of Officers and Directors will be held.

2. The Executive Committee may call further meetings of the Council as it deems necessary and on such notice as hereafter provided.

3. Twenty-one (21) days notice of a Council meeting shall be given to every member at his or her last known address, by prepaid ordinary mail, specifying the place, date, time and general business of the meeting. In special circumstances, notice for a Council meeting may be shortened by a reasonable period of time, and all members shall be effectively notified.

4. No business shall be transacted at any Council meeting unless a quorum of members is present at the time when the meeting proceeds to business. A quorum shall be one-third (1/3) of Council membership, including one-third (1/3) of the regional membership.

5. (a) All resolutions and decisions made by the Council shall be by simple majority vote.

   (b) In the case of the election of Executive Officers and Directors, each successful candidate must receive the majority of ballots cast.

6. Fifteen (15) members of the Council may request an Extraordinary Meeting of the Council. This request shall be made in writing to the Executive Committee and shall state the purpose of the

SECTION VII - continued

meeting. The Executive Committee shall ensure that due notice of ten (10) working days of such a meeting shall be given to every member of the Council.

7. The minutes of a Council Meeting shall be deemed to be conclusive following the approval of those minutes by Council at the next meeting.

8. Should any Council member or alternate fail to attend two (2) consecutive meetings of the Council without adequate explanation, upon receipt of ten (10) working days notice the position shall be declared vacant. In such an event the group which elected the member or alternate, as the case may be, shall be requested to fill the vacancy. In the case of a member appointed by the Minister, the Minister shall be requested to fill the vacancy.

SECTION VIII - EXECUTIVE COMMITTEE MEETINGS

1. The Executive Committee shall meet at least nine (9) times in each calendar year, or more often as it deems necessary.

2. Notice of the time and the place of each regular meeting of the Executive Committee shall be mailed at least ten (10) working days before the date appointed for such meeting.

3. A majority of the Executive Committee including at least one member from outside of Winnipeg shall constitute a quorum for a meeting of the Executive Committee.

4. The Chairperson of the Executive Committee shall have a casting vote in the event of a tie vote of the Executive Committee.

5. Should any Executive Committee member fail to attend two (2) consecutive meetings of the Executive without adequate explanation, upon receipt by the member of ten (10) working days' notice, the position shall be declared vacant. In such an event, the Executive Committee shall make an interim appointment to fill the vacancy until such time as the Council meets to elect a new member. In the case of a member who is appointed by the Minister, the Minister shall be requested to appoint a replacement.

SECTION IX - COMMITTEES

1. (a) The Council shall establish Standing Committees on Cultural Affairs and Heritage Resources; Education and Youth; Human Rights; Immigrant Settlement; and Media and Communications. The Council may establish any further committees it deems necessary.

   (b) As provided in Section V., 2(b), the chairpersons of Standing Committees will serve as Directors of the Executive Committee.

   (c) The terms of reference for Standing Committees shall be:
   (i) to do research and develop policy on the relevant subject areas which pertain to the Committee;
   (ii) to prepare and present resolutions to the Council;
   (iii) to make recommendations, where appropriate, to the Executive Committee;
   (iv) to establish liaison with community groups, organizations and individuals for information sharing, exchange of ideas and mutual support.

2. The chairpersons of all Standing Committees shall be elected by the Council at the first meeting following the biennial ethnocultural Assembly. The elected chairperson of a Standing Committee must receive a majority of all votes cast.

3. Membership of Standing Committees shall be by nomination and appointment at the first Council meeting following the biennial ethnocultural Assembly. Membership on a Standing Committee shall not be restricted to members of the Council.

4. Each Standing Committee shall appoint a vice-chairperson to act with

SECTION IX -cont'd.

full responsibility in the absence or resignation of the chairperson, including the responsibility of a Director on the Executive Committee.

5. The Executive Committee may establish such committees as it deems necessary. The chairpersons of such committees shall be appointed by the Executive Committee, and shall be co-opted to the Executive Committee for the duration of the appointment.

6. All committees of the Intercultural Council shall operate in accordance with the by-laws of the Council.

SECTION X - AMENDMENTS

1. Any member may, by resolution, apply to have these by-laws amended at a meeting of the Council. Notice of such resolution must be received by the Secretary of the Council at least thirty (30) days prior to a meeting of the Council. Upon receipt of such notice the Secretary shall place the resolution on the agenda for the next meeting. Such resolution must be passed by a two-thirds (2/3) vote of the members of the Council voting; and upon the approval of the Minister shall be deemed to form part of the by-laws herein contained.

SECTION XI - FISCAL YEAR

1. The fiscal year for the Council shall terminate on the last day of March in each year.

SECTION XII - BOOKS AND RECORDS

1. The books and records of the Council shall be open to inspection by members at all reasonable times and upon reasonable notice at the office of the Council.

SECTION XIII - DISSOLUTION

1. It is the unalterable provision of this by-law that members of the Council shall have no interest in the property and assets of the Council, and that if the Council dissolves, any property and assets remaining after satisfaction of its debts and liabilities shall become the property of the Government of Manitoba.

2. The books, records and minutes of the Council shall be stored with the Provincial Archivist and made freely available to researchers.

Addendum I - Procedural Guidelines

Planning of Council Meetings and Ethnocultural Assembly

1. A committee of the Executive is to be established with responsibility for planning council meetings and the biennial ethnocultural Assembly. The committee is to be chaired by a vice-chairperson of the Executive Committee.

2. The above committee is to be established as soon as possible after the election of the Executive.

3. Selection of dates, themes and locations are to be based on topical as well as regional considerations.

4. Recommendations are to be requested from the outgoing Executive for consideration by the incoming Executive regarding the planning of the yearly program.

5. Consideration is to be given to Council-sponsored conferences to be held at regular intervals throughout the province, which members of ethno-cultural communities as well as the community at large would be invited to attend.

6. Wherever possible, the appropriate Minister and senior department officials are to be invited to attend conferences and Council and Assembly meetings.

Biennial Ethnocultural Assembly

7. The committee of the executive established to plan meetings, as outlined above, is also to be charged with the planning and supervision of an ethnocultural assembly on a biennial basis to which every registered

ethnocultural organization may send one voting delegate. Such an assembly is to provide links of communication among the ethnocultural communities in the province, and establishes a process for nomination to the Manitoba Intercultural Council.

Council Meetings

8. Nomination for positions on the Executive Committee shall be in writing, supported by the signatures of two Council members and submitted before a deadline to be set by the Council.

9. The Council shall establish a nominating committee to coordinate the orderly acceptance of nominations and the election of officers and directors.

10. A resolutions booklet containing all Council and Assembly resolutions is to be prepared and revised every two years and to be made available at the biennial ethnocultural Assembly.

General

11. When approving appointments to Standing Committees, the Council should be sensitive to regional and ethnocultural representation.

12. Consideration is to be given to the establishment of procedures which would facilitate bringing to the attention of the Council the concerns of each ethnocultural community.

13. "Robert's Rules of Order" will be used for all Assembly, Council, Executive and Committee business.

Addendum II - Committees

The following are examples of subject areas, with relevant government departments and other bodies, suggested for the Standing Committees of the Council:

1. Cultural Affairs and Heritage Resources

Cultural and language heritage; cross-cultural sharing; liaison with existing ethnocultural groups and organizations to develop and promote cultural activities and heritage resources.
(Government Department: Cultural Affairs and Historical Resources)

2. Education and Youth

Curriculum guidelines; textbooks; school libraries and other resources; cultural school activities; professional development and teacher training; furthering official languages; bilingual programming; heritage language courses; university chairs of study; academic research; programs through continuing adult education; youth prejudice and violence; youth development.
(Local school boards; Government department: Education)

3. Human Rights

Individual and group discrimination in employment, housing, services, professional and labour market; hate literature; the law, police and courts; legal aid services.
(Federal and provincial Human Rights Commissions; Government Department: Attorney-General)

4. Immigrant Settlement

(a) Social development; women and senior citizens; sensitivity of community agencies; breakdown of families; family violence; drug and alcohol problems; health services; youth development; delinquency and family courts; day care; health services.

(Government departments: Community Services and Corrections, Health)

(b) Labour: Worker's rights and protection; trade union participation; language barriers; professional standings; retraining programs and opportunities.

(Government department: Labour and Manpower; Minister responsible for the Workplace Safety and Health Act and the Workers Compensation Act).

5. Media and Communications

Media monitoring; media bias and stereotyping of minorities in print and electronic media; multilingual media; positive advertising; affirmative publicity campaign and public exposure; government information services; government translation services.

(Government department: Cultural Affairs and Historical Resources)

VII - Briefs and Submissions Received by the Interim Liaison Committee on Multiculturalism

Barangay Filipino Organization of Manitoba Inc.
438 Toronto Street
Winnipeg, Manitoba
R3G 1S5

(in conjunction with:-Manitoba Association of Filipino Teachers,Inc.
-Magdaragat Philippine Folk Arts, Inc.
-University of Santo Tomas Alumni Association, Inc.)

B'nai Brith Canada, Midwest Region
The League for Human Rights
419 Graham Avenue, Suite 203
Winnipeg, Manitoba
R3C 0M3

Caribbean Canadian Association of Winnipeg Inc.
38 Arthur Creak Drive
Winnipeg, Manitoba
R2Y 2E2

Chinese Community of Winnipeg
948 Beaverhill Blvd.
Winnipeg, Manitoba
R2J 3B7

Cultural Church Access & Participation
Committee for Handicapped Concerns
215 Victoria Avenue West
Winnipeg, Manitoba
R2C 1S7

Czechoslovak National Association of Canada
Winnipeg Chapter
P.O. Box 1732
Winnipeg, Manitoba
R3C 2Z9

Dauphin Legion Pipe Band
Branch No. 20
309 Main Street North
Dauphin, Manitoba
R7N 1K8

Filipino Seniors' Group (Winnipeg)
635 Sargent Avenue on McGee Street
Winnipeg, Manitoba
R3E 0A4

Georges Forest
44, rue Champlain
Saint-Boniface, Manitoba
R2H 2J6

German Canadian Cultural Association of Brandon
c/o The Secretary
Department of Languages
Brandon University
Brandon, Manitoba
R7A 6A9

Guyanese Association of Manitoba Inc.
P.O. Box 151, Station C,
Winnipeg, Manitoba
R3M 3S7

Hindu Society of Manitoba
67 Edmunds Street
Winnipeg, Manitoba
R3T 3M5

Indian and Metis Friendship Centre of Winnipeg Inc.
465 Alexander Avenue
Winnipeg, Manitoba
R3A ON7

Janet McIver
411 Wellington Crescent
Dauphin, Manitoba
R7N OM4

Jewish Historical Society of Western Canada Inc.
402-365 Hargrave Street
Winnipeg, Manitoba
R3B 2K3

Pablo R. Jajalla
78 Wadham Bay
Winnipeg, Manitoba
R3T 3K3

Korean Association of Manitoba
104 Lake Park Drive
Winnipeg, Manitoba
R2J 3A9

Manitoba Multicultural Museums Committee
402-365 Hargrave Street
Winnipeg, Manitoba
R3B 2K3

Manitoba Parents for Ukrainian Education Inc.
1675 Main Street
Winnipeg, Manitoba
R2V 1Z1

Manitoba Working Committee on Heritage Languages
188 Oak Street
Winnipeg, Manitoba
R3M 3R4

Mennonite Heritage Centre
600 Shaftesbury Blvd.,
Winnipeg, Manitoba
R3P OM4

Nickel Days Corporation
P.O. Box 99
Thompson, Manitoba
R8N 1N4

Njegosh Cultural Society
66 Fordham Bay
Winnipeg, Manitoba
R3T 3B7

Padam Bhartiya Cultural Club
P.O. Box 711
Thompson, Manitoba
R8N OL1

PALI (Performing Arts & Literatures of India)
720 Pasadena Avenue
Winnipeg, Manitoba
R3T 2T3

Philippine Association of Manitoba
P.O. Box 1325
Winnipeg, Manitoba
R3C 2Z1

Portuguese Association of Manitoba
586 Elliece Avenue
Winnipeg, Manitoba
R3B 1Z8

Punjabi Cultural Society of Manitoba (The)
612 Dalhousie Drive
Winnipeg, Manitoba
R3T 3Z5

School of Celtic Studies
110 - 1205 Grant Avenue
Winnipeg, Manitoba
R3M 1Z3

Singh Sabha of Winnipeg Inc.
c/o Mrs. A. K. Deol
R.R. #4, Beausejour, Manitoba
ROE OCO

Societe de l'Education francaise hors du Quebec
610 - 15 rue Carlton
Winnipeg, Manitoba
R3C 1N8

Societe Franco-manitobaine
194, boulevard Provencher
Case Poste 145
St-Boniface, Manitoba
R2H 3B4

in collaboration with the following:

-Alliance Chorale Manitoba; Centre Culturel franco-manitobaine; Centre de pastorale; Cercle Moliere; Commissaires d'ecoles franco-manitobains; Danseurs de la Riviere Rouge; Educateurs franco-manitobains; Federation des Aines franco-manitobains; Federation provinciale des comites de parents; Festival du Voyageur; Les Intrepides; Ligue des Femmes catholiques; Reseau; Societe historique de St-Boniface.

Tesarski, Mr. Felix
21 Primrose Crescent
Winnipeg, Manitoba
R2V 2K8

The Todaschuk Sisters
499 Semple Avenue
Winnipeg, Manitoba
R2V 1C7

Ukrainian Cultural and Educational Centre
184 Alexander Avenue East
Winnipeg, Manitoba
R3B 0L6

University of Winnipeg
515 Portage Avenue
Winnipeg, Manitoba
R3B 2E9

West-Man Multicultural Council
519 - 34th Street
Brandon, Manitoba
R7B 0N2